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1981

Meeting Minutes January 1981 - December 1983

Commission for Women

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The University of Tennessee, Knoxville
Commission for Women

MINUTES

The regular monthly meeting of the Commission for Women was held on January 8, 1981 at 12:00 noon in the University Center in room 218.

The Chair began the meeting by extending a welcome to the new student member, Sally Williams.

Old Business

The Chair asked for discussion regarding any questions which were raised at the November Open Forum. No discussion followed so the Chair said that she would follow-up on the questions raised.

The Chair requested that the Commission members read Chancellor Reese's responses to the recommendations of the 1979-80 Commission before the next meeting. This item will be on the agenda for the February 5 meeting.

Gail Disney reported on part-time faculty. She said that she had met with the Faculty Senate and Faculty Affairs Committee. She also met with Dr. Norman and presented the questionnaire on part-time faculty to him. He approved the questionnaire as it was and sent it out in December. One hundred and twenty questionnaires were sent out and the response was 50%. The next step is to tabulate the responses. Dr. Norman will do follow-up interviews on a random sample of the part-time faculty. The only problem with the distribution of questionnaires was that only 60% of the total part-time faculty were identified. A follow-up was conducted and an additional 20 people were added to the list. The questionnaire was sent to 120 out of a total of 180 people.

Gail Disney needs to be made aware of any unidentified part-time faculty members, so a questionnaire can be sent to them.

Jackie McInnis reported on the Evaluation Committee. She said that all the evaluation forms are in and the results will be tabulated in the near future.

The Chair said that at the next meeting the Commission as a group could discuss its recommendation re: "Women of Achievement" Night.

Anyone interested in obtaining a limited edition silkscreen certificate printed for the "Women of Achievement" Night should contact Gail Clay's office. The price is \$2.00.

New Business

Priscilla White reported on child care. She reported that at the present time three types of child care are available through the Child and Family

Studies Department. Infant and Nursery services are available at White Avenue and Day Care at Golf Range Apartments. However, the demand has shifted to all-day programs. Priscilla conducted a study to see what it would take to provide this service. She proposed that Golf Range service toddlers, that White Avenue service infants with an increase in 30 slots and also provide day care for 3-5 year olds with an increase in 49 slots. Priscilla talked with Trudy Banta and Dean Belck about her proposal. She proposed that University faculty, staff, and students be given first priority for services providing that the University would supply funding. The start-up cost would be \$61,215 and the total additional budgetary funds would be \$38,337. Priscilla said that if her proposal is not feasible then Golf Range will be shut down and White Avenue will be converted to day care. She met with Chancellor Reese and discussed her proposal. He seemed somewhat encouraging.

The Commission was in agreement that it should draft a letter to Chancellor Reese in support of Priscilla's proposal.

The Chair said that she will meet with Dr. Ebersole and indicate to him that a letter is forthcoming to the Chancellor expressing the delight of the Commission at the action being taken concerning child care.

A suggestion to increase support for Priscilla's proposal was that there be a coordinated effort to invite legislators to campus to view the facilities and discuss the problem of child care.

The Commission discussed the possibilities for a date for the Winter Quarter Open Forum. Mid-February was the suggested time.

The Chair proposed the possibility of having a social gathering during winter quarter for new women faculty and students. The Commission responded favorably to the possibility and the suggestion was made that the Commission sponsor the event in conjunction with the Women's Center. The Open Forum and the social gathering could possibly be held at the same time.

The Chair distributed a letter from R. Baxter Miller of the English Dept. to Dr. Larry T. McGhee, Special Assistant to the President for Advancement of the Arts and Humanities, of which she received a carbon-copy.

The letter expressed the need of the University to be responsive to social changes. It stated the need of students to explore new ways of thinking.

Job Announcements were also distributed to the Commission members.

The Chair suggested that the Publicity Committee organized for the "Women of Achievement" Night become an adjunct to the Commission for future publicity needs. The Commission members were in agreement to the suggestion. The Chair will also ask the Chancellor to appoint Jane Dunlap, Chair of the Committee, to the Commission for Women.

Jane Redmond asked for advice from the Commission as to what to recommend to a woman who is working for Stefanos and is currently being required to wear a very insinuating, sexist pin on her blouse. The Commission decided

that the best plan of action would be for all CFW members to call Stefanos and complain and to also call the Restaurant Association.

The Chair asked that all CFW members send recommendations for next year's Chair to her. The Chair has to be appointed by the end of winter quarter.

The meeting adjourned at 1:00 p.m.

Submitted by:

Michelle Long

Michelle Long

NEXT MEETING:

Thursday, February 5, 1981 in the University
Center in Room 218.

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on February 5 at 12:00 noon in the University Center in room 218. Members present were: Chairperson, Madge Phillips, Cheryl Travis, Jackie McInnis, Edith Szathmary, Marty Black, Thomasenia Robinson, Suzanne Kurth, Phil Hamlin, Gail Disney, Gail Clay. Members absent were: Priscilla White, Monique Anderson, Kathy Thelen, Rosann Spiro, Jamesena Miller, Marvelene Moore, Claudine Clevenger, Susan Becker, Susan Hadley, Lee Humphreys, and Jane Redmond.

Report From Chairperson

The Chair reported that she had recently met with AAUW president, Brenda Logan. She informed the Commission that the University has an affiliation with AAUW. The Chair feels that the University should have a representative on AAUW. She suggested that the past Chair of the Commission for Women be appointed each year as a corporate member of AAUW. A suggestion was made by the Chair that a letter be sent to the Chancellor regarding this matter. The Commission members were in agreement.

Old Business

Gail Disney reported on the part-time faculty survey. One hundred and thirty part-time faculty members were identified out of a total of 180 and questionnaires were sent to them. The response rate to the questionnaire was 53%.

Approximately five pages of comments were compiled. These comments will be forwarded to Ralph Norman. He will randomly select ten part-time faculty members and interview them. The part-time faculty members will be asked additional questions and will be given the opportunity to air feelings and express any concerns.

The part-time faculty expressed various concerns on the responses to the questionnaire. One concern was that there was no opportunity for tenure. Another concern was that the part-time faculty receive no retirement benefits. It was noted that approximately 50% of the part-time faculty are serving on committees and are also publishing. Some part-time faculty members are not given the opportunity to serve on committees. There was consensus among respondents that they should receive equal benefits for equal effort.

The Faculty Affairs Committee will meet with the Faculty Senate in the near future concerning the part-time faculty.

The Chair stated that she thought it would be a good idea for Ralph Norman to meet with the Department Heads to discuss the issues involving part-time faculty.

Ester Johnson stated that she felt that one problem with the questionnaire was that they were sent out over Christmas break and many people did not receive them until January. It was stated on the questionnaire that the response should be returned in December. Many people may not have returned responses because they felt that it was too late.

Gail Disney commented that part-time faculty should proceed with efforts to regain their retirements benefits if they are informed that they have been dropped from the retirement program.

The Chair stated that Department Heads could make positive changes for part-time faculty if they are made aware of problem areas.

Gail Clay reported on University lighting. She said that Homer Fisher had appointed a Committee on University Lighting as a result of the concerns expressed by the Commission for Women. The committee members include Ed Bennett, John Parker, a representative from Personnel and Panhellenic, two representatives from Residence Halls, and two Commuter representatives.

The committee took a tour of the campus at night in order to determine the worst lit areas on campus.

John Parker's office is planning routes which will enable students to walk across campus and White Avenue in lighting. Hopefully, this will increase the safety of students.

Gail said that she had called Ed Bennett's office to see if any action had been taken regarding the lighting problem. Ed said that he had placed the problem in the hands of John Parker. Nothing has been done yet, but Gail stated that she believed something will be done.

The idea was expressed that the increase in thefts on campus could be used as an argument for the increased lighting on campus.

The Chair announced that she and Michelle will work with Jane Redmond and the Women's Center to set a date for the Open Forum.

The Chair stated that the recent salary adjustments on campus had caused quite a fervor. The security officers on campus received a \$.50 per hour increase effective in January. Concern was expressed over the arguments which were used for the increase. The arguments were that the security officers' salaries were not competitive with area officers and that security officers require more training than secretaries.

The Chair stated that she felt that a special Open Meeting should be held by the Commission to invite those concerned and give them a chance to air concerns. The CFW members were in agreement. The Commission decided to invite Homer Fisher and Ed Bennett. It was decided that the meeting should be well-publicized. The suggestion was made that fliers be sent around to the secretaries on campus informing them of the meeting. Tentative dates

would be the 17th or 18th at noon in the University Center.

The Chair reported on the problem of UTK sanitation protection dispensaries. She said that John Parker needs to be aware that protection should be available when it is needed. The Chair will write a letter to him alerting him to the fact that protection should be available when it is needed and also that disposal sites are required.

The Chair informed the Commission that she had recently attended the Affirmative Action Workshop for administrators. Freddie Grooms attempted to make those who were present sensitive to the issue of Affirmative Action.

The Chair said that the first two items on the agenda will be discussed at the next meeting. These items are the discussion of the Chancellor's response to the recommendations of the 1979-80 CFW and the evaluation of the "Women of Achievement" Night.

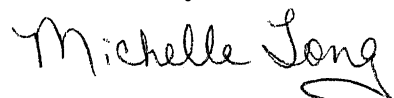
Jackie McInnis passed out evaluations of the "Women of Achievement" Night to CFW members.

The Chair informed the Commission that she had sent a letter to the Chancellor regarding Priscilla White's proposal for child care.

The Chair also informed the Commission that she complied with the Chancellor's request to submit three names for consideration as representatives of the Human Relations Council. The Chair submitted Sylvia Hart, Nancy Belck, and Betsey Creekmore for consideration.

The meeting adjourned at 1:30 p.m.

Submitted by:

A handwritten signature in cursive script that reads "Michelle Long". The signature is written in dark ink and is positioned above the printed name.

Michelle Long

The University of Tennessee, Knoxville
Commission for Women

February 5 Agenda Items to discuss with Dr. Ebersole and Miss Creekmore

February 10, 1981

- 1) General Attitude of Commission
- 2) AAUW - UTK Corporate Member
- 3) University Lighting Committee
- 4) Open Meeting for those who have questions regarding recent salary adjustments for "some" employees
(Tentative date - Tuesday, February 17 at noon in the University Center)
- 5) Women Studies ? ? ?
- 6) Meeting with Mr. John Parker
- 7) Recommendation for a representative to Knoxville Human Relations Council
- 8) Part-time Faculty Survey

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on March 5, 1981 at 12:00 noon in the University Center room 218. Members present were: Chairperson, Madge Phillips, Suzanne Kurth, Gail Clay, Marty Black, Rosann Spiro, Thomasenia Robinson, Luke Ebersole, and Betsey Creekmore. Members absent were: Monique Anderson, Susan Becker, Claudine Clevenger, Gail Disney, Susan Hadley, Phil Hamlin, Lee Humphreys, Jane Redmond, Jackie McInnis, Jamesena Miller, Marvelene Moore, Edith Szathmary, Kathy Thelen, Cheryl Travis, and Priscilla White. Guests: Ester Johnson.

Announcements:

The Chair reported that she and Marty Black had met with Vice Chancellor Ebersole. The Chair was happy to report a number of accomplishments.

The Chair also informed the Commission that the summary of the part-time faculty questionnaire furnished by Gail Disney was missing page one. The summary was sent to Deans, Directors, and Department Heads from Ralph Norman.

Ester Johnson reported for Gail Disney on part-time faculty. A report on part-time faculty members had been given at the Faculty Affairs meeting on February 23. A report will also be made to the Faculty Senate at the beginning of Spring Quarter.

Ester asked the Commission for additional suggestions. The suggestion was made that part-time faculty should be allowed to take a certain number of hours per quarter. The statement was made that benefits are determined by the state legislature.

Ester said that Ralph Norman will prepare a section on part-time faculty to be included in the Faculty Handbook. The Faculty Affairs Committee will review the statement. Ester said that she felt that the Commission should also review the statement.

The interviews that Ralph Norman will conduct will begin next week.

The Chair stated that work should continue on the problems faced by the part-time faculty. The CFW will continue to be supportive of any efforts made for this group.

Luke Ebersole stated that the Vice Chancellors are aware of the problems faced by the part-time faculty members.

A suggestion was made that a follow-up be sent to the part-time faculty.

A follow-up would let the Department Heads know what they can do.

The Chair reported on the TIAA/CREF Tax Deffered Annuities from a letter to Kathy Thelen from Harold Whitehead and Peggy McCaslin. The problem of the difference in allowable contribution for men and women lies with IRS requirements. The IRS uses sex based actuarial tables. The Chair stated that it appears that attention needs to be directed to state legislators instead of the University.

The Chair announced that a program entitled "Women in Administration: A Panel Discussion" will be held tonight at 7:00 p.m. at Fulton High School. The focus will be on Women in Traditional and Non-Traditional jobs. Jane Eskind will be present.

The Chair stated that the CFW had recommended Dr. Sylvia Hart as a representative for Knoxville Human Relations Advisory Council. The Chancellor selected her, as well as Dr. Kirk and Mr. Liston to be representatives on the Council.

The Chair reminded the CFW members to submit names to be considered for next year's Chairperson. A list of men and women faculty interested in being on the Commission is also needed by the Chair.

The Semi-Annual Report on "Reasons for Leaving UTK from Exit Interviews" was sent to the Chair from June Cassell of the Personnel Department. The Chair noted that an additional report had been sent to the various Colleges. The report did not indicate a pattern in job dissatisfaction. According to exit questionnaires, discrimination has not been a reason for leaving the University. The Chair noted that the probationary period is not included in the summaries.

The comment was made that there needs to be a follow-up on faculty members as to the reasons for leaving the University. The Vice Chancellor for Academic Affairs is responsible for exit interviews for faculty members.

The Chair said that she will write a letter thanking the Personnel Department for their reports, as well as their cooperation.

The Chair reported on her communication with John Parker of the Physical Plant on the issue of sanitary napkin/tampon dispensers. She noted that he had been extremely positive and cooperative. John had relayed to the Chair that it is more economical to dispense the napkins/tampons free than it is to repair or replace the dispensers. John has agreed to have Building Services employees check the dispensers nightly to report completely empty dispensers in order to determine the problem areas. The Chair suggested that an estimate be made as to the cost of disposal receptacles for each stall. John will investigate this possibility.

Other Issues

Space for Women's Studies is still a problem. Vice Chancellor Ebersole said that he will take responsibility for this. He said that concern for this problem has been expressed by Betsey Creekmore and himself.

The Chair reported that she has been assured that something will be done about the problem of lighting on campus. Vice Chancellor Ebersole confirmed this assurance.

Old Business

The Chair reported that Jackie McInnis had summarized the evaluation of the "Women of Achievement" Night. The final recommendation was that the CFW be asked to sponsor the event every four years. It would be impossible to sponsor the event every year because of time and money. The CFW seemed to be the logical choice to sponsor the event since they represent the broadest based group and also involve students.

Gail Clay suggested that the event be held every three years. The Commission members were in agreement. The suggestion was made that the next speaker should be chosen from the University community. To be selected to be the speaker would be an honor in itself.

Most of the concern expressed over the event was related to the nomination and selection procedures. People also felt that CFW members should be considered to receive awards. A concern was also expressed that no minority or ethnic women received any awards. The Chair stated that the black women who had been nominated were either on the Commission or the Committees related to the event. One negative comment was received. The person felt that women should not be segregated.

The Chair said that she will meet with the Chairs of the committees for the "Women of Achievement" night and summarize the comments from CFW members and the evaluation and file them in the Commission's files.

The Chair thanked Luke Ebersole for his support of the "Women of Achievement" Night.

Luke Ebersole said that he thought that it would be a good idea to periodically go through the 1979-80 CFW Recommendations to determine which issues still need to be addressed.

The Chair said that she will include a summary of the issues which were addressed from the 1979-80 CFW Final Report.

The suggestion was made to have the Chancellor attend a CFW meeting in Spring Quarter. The Chair said that she and Marty Black will construct a list from the 1979-80 Final Report to see which items have been accomplished and which issues still remain to be accomplished.

Luke Ebersole said that there was a possibility that a facility would be available for child care after the World's Fair. However, whether the University could afford to operate the facility is another question.

The Chair reported on the Open Meeting held on February 17, 1981 to discuss recent salary adjustments. She said that one consensus that was reached was that the secretaries as a group need someone to express their concerns. The Chair said that she felt that the meeting opened up the issue of salary adjustments and allowed people a chance to air their concerns. Edith Szathmary will summarize the meeting.

Marty Black asked Luke Ebersole if anything else could be done to help the secretaries. He said that the Commission should feel free to make a recommendation for the secretaries to the Administration. He said that the concerns expressed by the secretaries at the Open Meeting had been heard by the Administration.

New Business

The Chair stated that she would like to see the Non-Sexist Language Guidelines included in Hilltopics. The Guidelines are presently included in the Faculty Handbook. The Chair said that the Guidelines need to be distributed to all the GTA's on campus because at the present time not all of them have the Guidelines.

The Chair said that she would like for the Commission to sponsor another Open Forum in the spring and would like to invite the Chancellor and Luke Ebersole to attend. The Commission was in favor of the idea.

The idea of hiring a consultant to study the concerns of women on campus was discussed.

The possibility of recommending an Ombudsman to handle the problems faced by the faculty was discussed. The idea was suggested that there be separate offices for an Ombudsman for the students and the faculty.

The Chair stated that there needs to be a committee to review the salary report when it comes out. Rosann volunteered to help Cheryl Travis.

The meeting adjourned at 1:30 p.m.

Submitted by:

A handwritten signature in cursive script that reads "Michelle Long". The signature is written in dark ink and is positioned above the printed name.

Michelle Long

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The Commission for Women met on April 22 at 12:00 noon in the University Center in room 202. Members present were: Jane Redmond, Marty Black, Gail Disney, Jackie McInnis, Monique Anderson, Cheryl Travis, Gail Clay, Thomasenia Robinson, Suzanne Kurth, Priscilla White, Edith Szathmary, Jamesena Miller, Susan Becker, Kathy Thelen, Claudine Clevenger, Susan Hadley, Jack Reese and Luke Ebersole. Members absent were: Madge Phillips, Phil Hamlin, Lee Humphreys, Marvelene Moore, and Rosann Spiro.

Marty Black chaired the meeting today because the Chair had to be out of town. She stated that today's meeting was intended to summarize the progress that had been made on the items that the Commission had been involved with during the 1980-81 year.

Gail Disney summarized the work that had been done on the issues related to part-time faculty. She said that there was a 50% return response from the questionnaires that were sent to part-time faculty members. A summary of the responses has been distributed. The main concerns were fringe benefits, including retirement benefits, and tenure.

Dr. Norman still has not conducted the follow-up interviews. He informed Gail that they will begin in the near future.

Gail also reported that the part-time faculty will be included in the Faculty Handbook. In addition, she thanked the Chancellor for initiating the effort which resulted in the part-time faculty being placed on the mailing list to receive publications. The Chancellor also facilitated the inclusion of the part-time faculty in the faculty directory. Gail asked the Chancellor about the possibility of the part-time faculty receiving longevity pay. The Chancellor said it might be possible. One problem is that UT employees are in the same category as other state employees. Problems arise when it appears that University Personnel receive benefits that other state employees do not get.

Retirement can be a problem for part-time faculty. If a person was part-time before 1978 and then goes 100%, the person loses retirement benefits.

Gail said a new issue regarding part-time faculty which needs to be addressed is salary inequities between part-time women faculty and full-time women faculty and between part-time men faculty and full-time men faculty.

Marty said that work needs to be continued on the issues of part-time faculty until the issues are resolved.

Kathy Thelen gave a report on exit interviews. She stated that the six month summary has been distributed. There were three major reasons for

leaving the University. These were 1) found employment elsewhere (related to salary situation) 2) leaving Knoxville area and 3) returning to school on a full-time basis or leaving because of family reasons.

Discrimination was not a reason for leaving the University.

Luke Ebersole stated that at some point in the future, faculty records will be combined with Personnel files. However, the plan is still in the formulative stages.

Susan Becker gave a report on Women's Studies. She said that the Women's Studies program is healthy and thriving and the introductory course is overflowing.

The lack of adequate space is still a problem. Paper work seems to be part of the problem. No keys have been made because the key shop never received the appropriate papers. Consequently, the library materials remain inaccessible. Susan does not know if the office needs to be painted. Also, a phone is desperately needed.

Michelle Long reported for the Chair on System-wide Affirmative Action. She told the Commission that UTK Affirmative Guidelines apply only to this campus, and do not apply to the Systems level.

Michelle Long reported for the Chair on the Open Forum sponsored by the CFW. Approximately twenty-five to thirty people were in attendance. Concern was expressed by secretaries about the lack of merit increases. Also, support was shown for flex-time positions.

Suzanne Kurth reported on the Women of Achievement Recognition Night. She said that the event received a positive response. It drew attention to various women on campus. The CFW recommended that the event be held every three years.

A report on campus lighting was given by Gail Clay. She stated that the decision had been made to add no more lighting, but to provide additional protection for individuals walking at night. She said that very limited funds are available from the Physical Plant. Student officers will be placed in problem areas on campus. Gail said that Security is now aware that a problem exists. When funds become available in the future, maybe campus lighting can be increased. The lighting on the Garage Plaza will be changed to 75 watts to increase the safety of individuals.

Michelle Long reported for the Chair on TIAA/CREF Tax Shelter Annuities. She told the Commission that the difference in allowable contributions for men and women lies in IRS requirements. The IRS uses sex based actuarial tables.

Priscilla White gave a report on child care. She stated that the Administration has been supportive of the proposal to convert the nursery to day care. She said that there is a possibility of a facility being built for child care during Expo. However, the funding is unclear. The plan would be for UT to donate land for the facility provided that the land would be deeded back to UT after Expo.

The Chancellor said that it would be worth waiting a year to see if the plans for the child care facility for Expo are carried out. If not, then Priscilla's proposal of a conversion from nursery to day care would be carried out.

Marty Black reported on salary adjustments. She noted two things which came up at the Open Meeting: 1) The salaries of support staff are very low. It is hard for them to see another group favored in salaries. Any salary adjustment which is made is felt more by the support staff. A tremendous need for improvement exists in this area. 2) Frustration is apparent in the support staff because they cannot be identified as a group. The support staff is in need of an advocate.

Marty said that she felt as if the CFW should serve as an advocate for this group. The Chancellor responded that the Employee Relations Council should be the representative for this group. He said a lot of changes have taken place since the Employee Relations Council has been in existence and that this group has been effective.

Marty said that something needs to be done because the support staff does not feel that it is being represented. The suggestion was made that the Council needs to have more publicity (ex. Staff Stuff) and more needs to be said about the Council's activities.

Marty Black reported for the Chair on sanitation protection dispensaries. She told the Commission that the Chair had been in contact with John Parker and he had been most cooperative and supportive of the Commission's suggestions.

Marty Black thanked Chancellor Reese and Luke Ebersole for the cooperation between administrative units and the Commission.

Marty ended the meeting by saying that the Women of Achievement Night had started the year well and that the CFW was recommending that the event be held every three years with an inside speaker. To be chosen as the speaker would be an honor in itself.

The meeting adjourned at 1:20 p.m.

Submitted by:

Michelle Long

Michelle Long

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

Correction of Minutes of March 5, 1981 meeting:

Please delete the sentence "The statement was made that benefits are determined by the state legislature." from paragraph four under Announcements.

The regular monthly meeting of the Commission for Women was held on May 7, 1981 at 12:00 noon in the University Center room 218. Members present were: Chairperson, Madge Phillips, Marty Black, Susan Hadley, Gail Disney, Rosann Spiro, Marvelene Moore, and Kathy Thelen. Members absent were: Suzanne Kurth, Gail Clay, Thomasenia Robinson, Monique Anderson, Susan Becker, Claudine Clevenger, Phil Hamlin, Lee Humphreys, Jane Redmond, Jackie McInnis, Jamesena Miller, Edith Szathmary, Cheryl Travis and Priscilla White. Guests: Lois Southworth.

The Chair informed the Commission that concern had been expressed regarding women in administrative positions. It seems that women faculty are unaware of openings in administrative positions. The problem appears to be one of communication. Discussion ensued regarding this problem. Two vehicles for relaying information were suggested. 1) The Chancellor's Newsletter could list faculty and administrative positions which are not listed with Personnel. 2) Colleges could be requested to list openings in their respective newsletters. (See attached pages from the University Affirmative Action Plan, 1978)

The possibility was discussed of the CFW having their own newsletter which could announce position openings, women speakers coming to campus, etc.

Concern was expressed by Commission members about the validity of the Search Procedure. The Chair said that she will meet with Vice Chancellor Herndon to discuss this concern.

Gail Disney reported that she had met with the Faculty Affairs Committee regarding the part-time faculty. She said Chancellor Reese had been receptive to the ideas presented to him and that he wanted to contact each Department Head about the status of part-time faculty. The Chancellor had also indicated to Gail that it would take time before legislative laws were changed regarding part-time faculty and the tenure track.

The suggestion was made that communication within the University could be increased if it were possible to organize meetings among Department Heads to discuss various issues. A CFW representative could attend the meeting to express concerns.

Another idea that was discussed was the possibility of the CFW drafting a memo to Department Heads regarding various issues (ex. part-time faculty).

The Chair said that she will meet with Luke Ebersole regarding the follow-up interviews for part-time faculty.

The CFW members decided that the topic for the upcoming Open Forum would be "Concerns of Women Faculty". It was decided that fliers would be distributed to all Department Heads.

The CFW members decided to hold a social event during the first session of summer.

Various names were submitted to the Chair as potential members of the Commission for next year.

The meeting adjourned at 1:15 p.m.

Submitted by:

Michelle Long
Michelle Long

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on June 4, 1981, at 12:00 noon in the University Center in room 218. Members present were: Chairperson, Madge Phillips, Monique Anderson, Susan Becker, Gail Clay, Claudine Clevenger, Gail Disney, Susan Hadley, Phil Hamlin, Suzanne Kurth, Jackie McInnis, Kathy Thelen, Cheryl Travis, and Thomasenia Robinson. Members absent were: Martha Black, Lee Humphreys, Jane Redmond, Jamesena Miller, Marvelene Moore, Rosann Spiro, Edith Szathmary, and Priscilla White.

The Chair reported on her meeting with Vice Chancellors Ebersole, Creekmore, and Herndon. She informed the Commission that Vice Chancellor Herndon has talked with the Deans of the Colleges regarding the concerns of the women faculty. If women faculty desire to be reviewed for salary inequities, the option is available to them.

The issue of faculty exit interviews has not been resolved. A possibility would be to have the check in and check out process for the faculty in the same geographical location which would also provide an opportunity to conduct faculty exit interviews.

The Chair said that a follow-up on staff exempt and non-exempt exit interviews needs to be done to determine if the process is only a check-off process for returned keys, stickers, etc., or if it also includes an opportunity to identify and discuss reasons for leaving the university.

The Chair informed the Commission that during her term of office she had not met with any resistance with the Administration. Luke Ebersole has relayed the Commission's concerns to the Chancellor.

There appears to be a lack of awareness of the Affirmative Action Plan among faculty. An effort needs to be made to get the Plan more widely distributed. The Chair said that possibly a workshop could be held on how the Affirmative Action Plan can work for the faculty. The CFW members were in agreement that the Plan should be distributed to new women faculty. The Chair will ask Luke Ebersole to forward the Plan to new employees. The Chair said that it would be desirable if Vice Chancellor Herndon would make Deans and Department Heads aware of the Affirmative Action Plan and make the Plan available to faculty members.

Gail Disney reported that the interviewing of part-time faculty has begun. Trudy Banta is helping Ralph Norman with the interviewing process. They will begin individual interviews shortly. Hopefully, there will be a follow-up with Department Heads. Gail said the same committee on part-time faculty will be in existence next year.

The Chair distributed a letter from Fred Venditti to Chancellor Reese regarding salary inequity. A discussion ensued regarding salary inequity. A formula was used to identify inequities. These individuals were then reviewed by the appropriate administrator(s).

The Chair said that it may be appropriate in the future to look at all categories of women's salaries, not just women faculty.

The Chair stated the child care issue is an unfinished agenda item. If a facility is unavailable after Expo, the possibility exists of implementing Priscilla's proposal.

The question was raised as to whether statistics are being kept on Re-Entry women. Monique Anderson said that she was not sure, but that she would find out. She said that the Re-Entry Committee was alive and that they had met regularly throughout the year. Monique said that she hoped the committee could sponsor another workshop for Re-Entry people.

Flex-time positions, promotion and tenure, and women's athletics were discussed briefly.

The Chair said that the Women's Athletics program is receiving continued support and seems to be going well. The Chair stated that she will send a note to the Women's Athletics Department congratulating them on a successful year.

The Chair said that it is important that the CFW and the Women's Center coordinate their events. The Women's Center could provide a place to list job announcements, as well as providing a location for women students, faculty, and staff to find support.

A possibility exists of the Women's Center working with the Commission to publish a newsletter.

The Chair will recommend to Vice Chancellor Ebersole that certain ex officio members be appointed to the CFW, including a representative from the Women's Coordinating Council and Women's Studies.

The Chair thanked the Commission members for the support that they have given her and all the work that they have done throughout the year.

The meeting adjourned at 1:05 p.m.

Submitted by:

A handwritten signature in cursive script that reads "Michelle Long".

Michelle Long

UNIVERSITY OF TENNESSEE
COMMISSION FOR WOMEN

A G E N D A
August 13, 1981
Room 217 University Center

1. Member introductions
2. Remarks by Chairperson
3. Brief Review of June 4, 1981, Minutes
 - a. Exit interviews for faculty
 - b. Exit interviews for staff exempt and non-exempt
 - c. Affirmative Action Plan follow-up
 - d. Progress on interviewing of part-time faculty
 - e. Child care
 - f. Women's Center
4. Future meetings - date, time
5. Announcements
 - a. Graduate Assistant
 - b. Minority Affairs Director
 - c. Display case

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
MINUTES

The regular monthly meeting of the Commission for Women was held on August 13, 1981, at 12:00 noon in the University Center in room 217. Members present were: Chairperson, Gail Clay, Jackie McInnis, Gail Disney, Martha Osborne, a representative for Nicole McCully, Kay Williams, Monique Anderson, Kathy Thelen, Jamesena Miller, Maomi Meara, Susan Hadley, Jane Redmond, and Betsey Creekmore. Members absent were: Susan Becker, Jane Dunlap, William Hammitt, Mary Jo Hoover, Lee Humphreys, Madge Phillips, Rosann Spiro, and Priscilla White.

The meeting began with the Chair requesting that the members introduce themselves.

The Chair then stated her philosophy of the Commission and the direction that she would like to see the Commission take.

She said that she believed the Commission should address the needs of women on campus. The Chair feels that the female population on campus can be divided into three groups: 1) faculty 2) non-faculty and 3) students. She would like for a member of the Commission to be appointed to represent each of these groups. Priscilla White and Jackie McInnis were appointed to make a nomination for the representative of the faculty group. Kathy Thelen and Jane Redmond were appointed to nominate a representative for the non-faculty group. The Chair and Jane Redmond will nominate a representative for the student group.

The Chair will also pursue the members of the Women's Coordinating Council who will serve as ex officio members of the CFW.

The minutes of the June 4th Commission meeting were reviewed.

The Chair reported that Madge Phillips had talked with Vice Chancellor Herndon who had in turn talked with the Deans of the Colleges regarding the concerns of faculty women. She said that the Commission should continue to pursue this topic.

Kathy Thelen reported on exit interviews for staff exempt and non-exempt. She said that a questionnaire was involved in the exit interview process. Individuals can request an interview during the exit process. Kathy said that the Personnel Office was maintaining records on reasons for leaving the University. Betsey Creekmore's office does a follow-up on any cases that pose real problems.

Betsey Creekmore reported to the Commission the following items regarding the Affirmative Action Plan: 1) the Plan is currently being updated and technical revisions are being made. All new faculty members will receive a

4

copy of the Plan. 2) Department Heads and the administrative chain must follow the Affirmative Action Plan. 3) The possibility exists of a workshop being held on how the Affirmative Action Plan can work for you. 4) Numerous cases of sexual harassment by construction crews have been reported on campus this summer. The policy at present is to release any worker formally charged with harassment. In addition, foremen are responsible for complaints against their work force and may be relieved of their job if complaints persist. John Parker of the Physical Plant has also said that any Physical Plant employee will be fired if complaints of sexual harassment are registered against him/her. 5) The Affirmative Action Office supports the policy that is in existence now in which a person with complaints writes a letter to his/her supervisor stating the nature of the complaint. Betsey said that this policy has been very effective. 6) Thomasenia Robinson, Affirmative Action Coordinator, will be leaving the University.

The Chair said that the Affirmative Action Plan is our greatest ally and the Commission needs to stay in touch with Affirmative Action issues.

Gail Disney reported on the progress of part-time faculty interviews. Ralph Norman and Trudy Banta have completed the interviews with the part-time faculty. The Chancellor will write letters to Department Heads regarding the part-time faculty.

Betsey Creekmore said that recommendations related to part-time faculty are being made including: a tenure track for part-time and full-time faculty, attendance at departmental meetings, voting on tenure, fringe benefit considerations, and inclusion on departmental mailing lists. Betsey also stated that the conditions of part-time appointments will now be clearly identified.

Priscilla White was not in attendance to report on child care. The Expo facility for child care will not be built. The UT child care facility on White Avenue will be changed from nursery to day care, effective fall quarter.

The Chair announced that Michelle Long will continue to be the graduate assistant for the Commission during the upcoming year.

The Chair also announced that Jane Redmond has been appointed as the new Director of Minority Affairs. Jane said that she planned for Minority Affairs to be a viable, programmatic agency in the coming year.

The Chair said that the search of a new Director of the Women's Center should begin immediately and that the CFW should be directly involved in the process. Any qualified candidates should be contacted immediately by CFW members and the Dean of Student Activities office can be contacted for application procedure.

Jane Redmond said that all the Women's Center programs have been planned. She asked the Commission members to continue to support the Women's Center programs.

The Chair said that a display case will be made available for the Commission on the first floor of the University Center. The display case can be used

to highlight the accomplishments of women on campus. The display case will hopefully bring greater visibility to women on campus. The Chair will work with the Women's Center on this project.

The Commission members voted on which day to have future Commission meetings. The members voted to continue to have meetings on the first Thursday of each month. The Chair will send out a calendar of the specific dates for Commission meetings.

The meeting adjourned at 12:50.

Submitted by:

Michelle Long
Michelle Long

Unable to attend
Commission²

mtg

Aug 13

Nicole McCully
Madge Phillips

Y OF TENNESSEE
ION FOR WOMEN

E N D A
st 13, 1981
iversity Center

1981, Minutes

faculty
staff exempt and non-exempt
plan follow-up
ewing of part-time faculty

time

- b. Minority Affairs Director
- c. Display case

Unable to attend
Commission

mtg

Aug 13

Nicole McCully
Madge Phillips

UNIVERSITY OF TENNESSEE
COMMISSION FOR WOMEN

A G E N D A
August 13, 1981
Room 217 University Center

1. Member introductions
2. Remarks by Chairperson
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Follow-up ←

FIRST MAILING TO COMMISSION MEMBERS:

August 5, 1981

Dear :

It was nice to learn from Peggy Taylor, Chancellor's Office, of your willingness to serve with the 1981-82 Commission for Women. I anticipate that your immediate involvement in the Commission's activities will allow us to begin the academic year with enthusiasm and many productive ideas.

For the past few years the Commission's schedule included a monthly meeting with all members, and I propose that this procedure continue at least until fall. I would ask that you plan to attend a meeting on Thursday, August 13, 1981 at noon in Room 217, University Center.

At this meeting I will relate to you my thoughts on the role of the Commission and how I foresee our efforts contributing to women at the University. Basically, my expectations are for each person who has accepted membership to be a catalyst for ideas and actions which will benefit all women.

Please join us on Thursday. If you are unable to attend call Kay Reed at 3455.

Sincerely,

Gail Clay

kr

cc: Vice Chancellor Luke Ebersole
Ms. Peggy Taylor

Ms. Monique Anderson
Liberal Arts Advising Ser.
220 Ayres Hall

Ms. Nicole McCully
Sr. Library Assistant
214-A Main Library

Ms. Kathleen Thelen
Personnel
1900 Terrace Ave.

Dr. Susan Becker
History Dept.
1108A McClung Tower

Dr. Jacqueline McInnis
Home Economics Education
7 Home Economics Bldg.

Dr. Priscilla White
Child and Family Studies

Dr. Gail Disney
Food Science, Nutrition,
and Food Systems
331 Home Economics Bldg.

Dr. Naomi Meara
Educ. Psych. & Guidance
106 Claxton Educ. Bldg.

Ms. Kay Williams
Sports Club Advisor
2106 Andy Holt Ave.

Dr. Jane Dunlap
Advertising Dept.
202 Communications-UEB

Ms. Jamesena Miller
Central Food Services
405 Students Services

Dr. Luke Ebersole
523 Andy Holt Tower

Ms. Susan Hadley
Panhellenic Advisor
Panhellenic Bldg.

Dr. Martha Osborne
Philosophy Dept.
807 McClung Tower

Ms. Betsey Creekmore
521 Andy Holt Tower

Dr. William Hammitt
Forestry, Wildlife,
and Fisheries
276 Plant Science Bldg.

Dr. Madge Phillips
School of Health, Phys. Ed.
and Recreation
328 HPER Bldg.

Ms. Mary Jo Hoover
Assist. Dean of Law
1505 W. Cumberland R101

Ms. Jane Redmond
Women's Center
301 University Center

Dr. Lee Humphreys
Religious Studies
509 McClung Tower

Dr. Rosann Spiro
Marketing and Transportation
303 Stokely Management Ctr.

The University of Tennessee, Knoxville
Commission for Women

Commission for Women
October 1, 1981
218 University Center
Agenda

1. Minutes from August 13, 1981 meeting
2. Proposed working units

FACULTY

Susan Becker
Jane Dunlap
William Hammitt
Lee Humphreys
Jacqueline McInnis, Chair
Naomi Meara
Martha Osborne
Rosann Spiro
Priscilla White

NON-FACULTY

Monique Anderson
Susan Hadley
Mary Jo Hoover
Nicole McCully
Jamesena Miller
Madge Phillips
Jane Redmond
Kathleen Thelen, Chair
Kay Williams

3. Chancellor Reese's visit on November 5, 1981
4. Other proposed visitations of university administrators
 - December 3 Vice Chancellor Walter Herndon, Academic Affairs
 - January 7 Vice Chancellor Luke Ebersole, Planning & Administration
Associate Vice Chancellor Betsey Creekmore
 - February 4 Vice Chancellor Howard Aldmon Student Affairs
Dean Philip Scheurer
 - March 4 Vice Chancellor Homer Fisher, Business & Finance
Assistant Vice Chancellor Ed Bennett

Other Meeting Dates

April 1, 1982
May 6, 1982
June 3, 1982

5. Proposed schedule for quarterly Open Forum
 - October 23 & 24
 - February 18
 - May 20
6. Cluster meetings of working units
7. New Business

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on October 1, 1981, at 12:00 noon in the University Center in room 218. Members present were: Chairperson, Gail Clay, Susan Becker, Mary Jo Hoover, Naomi Meara, Kathy Thelen, Priscilla White, Kay Williams, Jane Dunlap, Jackie McInnis, Madge Phillips, Gail Disney, Susan Hadley, Nicole McCully, William Hammitt, and Monique Anderson. Members absent were: Martha Osborne, Jamesena Miller, Jane Redmond, Lee Humphreys, and Rosann Spiro.

The minutes of the August 13th meeting were reviewed and approved.

The Chair reported that the Search is being conducted now for the position of Affirmative Action Coordinator. The Search is still underway for the Advisor of the Women's Center. The deadline for receiving applications has been extended to October 16th.

The Chair said that the Commission members have been divided into two working units: faculty and non-faculty. She said that committees had been appointed to recommend a chair for each unit. Jackie McInnis will serve as the chair of the faculty group; Kathy Thelen will serve as the chair of the non-faculty group.

The Chair said that concern had been expressed about a lack of representation for the clerical and support staff. She said that the grouping of the Commission into two working units would hopefully be functional and would provide representation to all groups. If not, another unit could be added later. The Chair and Jane Redmond will work with student members when the appointment process is completed.

The Chair reported that November 5th has been set as the date for Chancellor Reese to meet with the Commission. The Chair said that she would like for the groups to define items that they would like to discuss with him. She will relay the items to the Chancellor before the meeting in order that he will be prepared to respond to the questions.

The Chair reported that she and Mary Jo Hoover had set up the dates for the various university administrators to meet with the Commission. Priscilla White suggested that the Commission discuss issues to raise with the administrators at the Commission meeting prior to the visitation with the administrators. The members responded favorably to the suggestion.

The Chair said that the Commission members could decide later if they wanted the Chancellor to meet with them in the Spring.

The Chair announced that the dates for the Open Forums had been set for October 21, February 18, and May 20. She said that she and Michelle would work on a flier next week announcing the Open Forums. She also said that she would try to get an ad in the Beacon.

New Business

The Chair announced that Cheryl Travis needed assistance for a reception that the Psychology Department was giving for Carolyn Sherif, past president of the Division of Women Psychologists. The Chair said that the Commission has planned to have a reception for new women faculty. The decision was made to combine the two receptions. The reception will be held on Tuesday, October 6, at 4:00 p.m. in the Graduate Lounge, University Center.

Susan Becker asked if any Commission members were on the Search Committee for the advisor for the Women's Center. The Chair responded that she and Monique Anderson were on the committee.

Gail Disney informed the Commission that the part-time faculty had started to receive University publications. She also said that the revisions for the Faculty Handbook were good and that they had touched on each item of concern. The Faculty Affairs Committee has made suggested revisions.

The Chair announced that it will be possible to purchase tickets to the World's Fair at the Central Ticket Office. The cost will be \$55. The University will send an application for tickets to each person that is on the university's payroll including part-time faculty, retired faculty, graduate students, students, UT Hospital employees, and the Agriculture Extension. The tickets will be available through November 26.

Susan Hadley asked if Visa card could be used to purchase tickets. The Chair said that she did not know but that she would check into the possibility.

Susan Becker informed the Commission that she is a member of AAUP. Committee W, the committee specifically concerned with the issues of women on campus, needs members and also a chair. Susan asked the Commission members to submit names to her of people wishing to serve on the committee or serve as chair. The names can include part-time faculty.

The Commission members adjourned into the two working units for discussion of items of interest.

Submitted by:

Michelle Long

Michelle Long

The University of Tennessee, Knoxville
Commission for Women

AGENDA
COMMISSION FOR WOMEN
November 5, 1981

Announcements

1. Progress on campus lighting problem
2. Report from Open Forum of October 21, 1981
3. Women's Studies location
4. Advisor position in Women's Center
5. Susan Becker's telephone number

Chancellor Jack Reese

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on November 5, 1981 at 12:00 noon in the University Center in room 218. Members present were: Chairperson, Gail Clay, Susan Becker, Jackie McInnis, Priscilla White, Gail Disney, Nicole McCully, Madge Phillips, Kay Williams, Jane Dunlap, Susan Hadley, Martha Lee Osborne, William Hammitt, Kathy Thelen, Mary Jo Hoover, Naomi Meara, Betsey Creekmore, and Luke Ebersole. Members absent were: Monique Anderson, Jamesena Miller, Jane Redmond, Lee Humphreys, and Rosann Spiro. Guests: Chancellor Reese.

The Chair announced that two students have joined the Commission, Marianne Mauer and Helen Harb.

No additions or corrections were made to the October 1st minutes.

Announcements

The Chair had reported previously that more student officers have been added to the police force in order to improve the patrol service which includes escort service on campus. This setup, however, is not without problems. The Chair said that she will follow-up on the concern expressed by women on campus. A meeting of the campus lighting committee will be held next week.

An Open Forum sponsored by the Commission was held on October 21st. Attendance was fair. Various concerns were expressed: 1) the need of a development program for re-entry women, 2) the possibility of extending the Women's Center's hours, 3) the reinforcement of the policy allowing university employees to take classes during lunch hour, 4) the policy which prevents women from employment as members of the student patrol, 5) the lack of an increase pay for long-term employees of the university, and 6) the determination of whose decision it actually is to collapse positions and place the available money into the salaries of the other employees.

Martha Lee Osborne reported that Women's Studies now has a new location. Although Women's Studies will not be in room 306 Alumni Hall, the phone number will remain the same (2409). The office will serve as a resource center; the Commission files from previous years will be kept there.

The Chair reported that four candidates had been interviewed for the Women's Center position. The screening committee decided that two of the candidates were acceptable. As of now, no decision has been made between the two candidates. The position should be filled by December 1st.

The Chair reported that a joint reception had been held on October 6 for new women faculty and Carolyn Sherif. The Department of Psychology and

and Women's Studies sponsored Carolyn Sherif's visit to campus. The reception was a nice occasion.

Discussion with Chancellor Reese

The Chancellor addressed the following issues: 1) merit pay, 2) equalization money, 3) conversion to day care, 4) filling of Dr. Cebik's position, 5) recruitment of women in administration, 6) report on faculty employment statistics, 7) accumulation of sick leave for faculty, 8) recommendations for part-time faculty, 9) salaries of clerical staff, 10) movement from staff non-exempt to exempt positions, 11) impact of reduced federal funding on the women at UT, 12) the creation of an employee relations group for the exempt staff, 13) compensation for employee relations representatives, and 14) the current policy of filling positions.

The Chair expressed the appreciation of the Commission to the Chancellor for attending the meeting and addressing the numerous issues and concerns of the members.

The meeting adjourned at 1:30 p.m.

Submitted by:

Michelle Long

Michelle Long

The University of Tennessee, Knoxville
Commission for Women

AGENDA
Commission For Women
December 3, 1981
218 University Center

1. Minutes from November 5, 1981 meeting
2. Women's Center director
Cornelia Strickland
3. Student Members
Marianne Mauer
Helen Harb
4. Campus Lighting Committee
5. Dr. Walter Herndon
Vice Chancellor Academic Affairs
6. Update reports
7. New Business

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on December 3, 1981 at 12:00 noon in the University Center in room 218. Members present were: Chairperson, Gail Clay, Susan Becker, Jackie McInnis, Priscilla White, Gail Disney, Nicole McCully, Kay Williams, Jane Dunlap, Martha Lee Osborne, Kathy Thelen, Mary Jo Hoover, Naomi Meara, Monique Anderson, Jane Redmond, Rosann Spiro, Marianne Mauer, and Helen Harb. Members absent were: Madge Phillips, Susan Hadley, William Hammitt, Jamesena Miller, and Lee Humphreys. Guests were: Dr. Walter Herndon, Vice Chancellor Academic Affairs and Dr. Luke Ebersole, Vice Chancellor Planning and Administration.

Correction to November 5, 1981 minutes: The new address for Women's Studies is room 306 Alumni Hall.

The Chair introduced the new director of the Women's Center, Cornelia Strickland. The Chair said that she was pleased to announce that Cornelia is now an official member of the Commission. It was stated that the Commission would work with the Women's Center to develop a newsletter related to women and women's activities. Mention was also made of the possibility for joint program development.

The new student members, Marianne Mauer and Helen Harb, were introduced. The Chair, Ms. Strickland, and Ms. Redmond will work with them to develop a bulletin board in the University Center honoring women on campus and other related activities.

Susan Becker said that the Chair and Cornelia Strickland will be receiving a letter from her Women's Studies class regarding campus lighting. The class has targeted campus lighting as an area of concern.

The Campus Lighting Committee will tour the campus an evening in early January. The November meeting with the student police was most valuable in that SP learned first-hand the concerns of the female members of the Committee. One member of the SP will serve on the Lighting Committee. The Committee will continue to identify problems and unsafe areas and report these to Chief Griffin.

Mary Jo Hoover asked if the Law library will be given special consideration for lighting during Expo because of its close proximity to the site. The Chair responded that extra consideration will be given to areas close to the World's Fair site.

It was reported that the Student Bar Association has proposed to provide

THE UNIVERSITY OF TENNESSEE
KNOXVILLE 37916
OFFICE OF ADMISSIONS AND RECORDS

Comparison Men and Women Students UTK

<u>Quarter/Year</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Total</u>
Fall 1970	16,983	10,111	37.3	27,094
Fall 1975	17,188	12,811	42.7	29,999
Fall 1980	16,487	13,795	45.6	30,282
Fall 1981	15,515	13,086	45.8	28,601

The University of Tennessee
Knoxville 37996
Office of Admissions and Records

Degrees Conferred

	<u>Summer 1970 - Spring 1971</u>		<u>Summer 1975 - Spring 1976</u>		<u>Summer 1980 - Spring 1981</u>	
	M	W	M	W	M	W
Undergraduates	1842	1139	2130	1620	2050	1693
Prof. - Law & Vet Med.	113	7	167	33	170	86
Graduates	776	407	952	787	815	820

THE UNIVERSITY OF TENNESSEE
KNOXVILLE 37916
OFFICE OF ADMISSIONS AND RECORDS

ACT Comparisons
of
Enrolled Freshmen at UTK

	<u>1966</u>	<u>1970</u>	<u>1975</u>	<u>1980</u>
<u>Men</u>				
English	20.3	20.4	19.0	19.4
Mathematics	23.1	24.3	21.9	20.7
Social Studies	22.9	22.9	20.7	20.4
Natural Science	23.5	24.3	24.2	23.8
Composite	22.6	23.1	21.6	21.8
<u>Women</u>				
English	21.6	21.7	20.2	20.3
Mathematics	19.6	21.7	18.6	18.2
Social Studies	21.7	21.1	18.7	17.9
Natural Science	20.7	21.9	21.3	21.4
Composite	21.0	21.7	19.8	19.6
<u>Combined Men and Women</u>				
English	20.8	21.0	19.6	19.8
Mathematics	21.6	23.2	20.3	19.5
Social Studies	22.2	22.1	19.7	19.2
Natural Science	22.1	23.3	22.9	22.7
Composite	21.7	22.5	20.8	20.4

THE UNIVERSITY OF TENNESSEE
KNOXVILLE 37916
OFFICE OF ADMISSIONS AND RECORDS

Fall 1980

<u>College/School</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Total</u>
Intercollegiate	112	46	29.1	158
Biomedical Science	32	20	38.4	52
Undeclared	516	759	59.5	1,275
Communications	622	775	55.5	1,397
Library Information Science	13	70	84.3	83
Nursing	34	533	94.0	567
Planning	54	24	30.8	78
Veterinary Medicine	138	74	34.9	212
Architecture	460	103	18.3	563
Agriculture	1,180	508	30.1	1,688
Business Administration	3,342	1,847	35.6	5,189
Education	1,151	2,768	70.6	3,919
Engineering	3,537	527	13.0	4,064
Home Economics	100	1,125	91.8	1,225
Law	366	181	33.1	547
Liberal Arts	4,752	4,181	46.8	8,933
Social Work	<u>78</u>	<u>254</u>	<u>76.5</u>	<u>332</u>
Totals	16,487	13,795	45.6	30,282

Grand Total Should be 30,282

FEMALE FACULTY UTK 1981-82

	PROFESSORS		ASSOC. PROF.		ASST. PROF.		INSTRUCTORS		LECTURERS		POSTDOC.		TOTAL	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
AGRICULTURE			0.4		0.4		0.1						0.9	1
ARCHITECTURE	1.0		1.0							1			2.0	1
BIO. MED. SCI.		1	1.0							5			1.0	6
BUS. ADMIN.	1.0		3.3		4.0	1	1.0						9.3	1
COMMUNICATIONS			1.0		3.0		1.0						5.0	
EDUCATION	3.8		13.5		19.0	1	5.0		1.0	3			42.3	4
ENGINEERING					1.0								1.0	
HOME ECON.	8.0	1	9.0		5.8	2	3.0	5					25.8	8
LAW			1.0		1.0		11.0	1					13.0	1
LIBERAL ARTS	6.0	1	31.7	1	37.0	7	25.0	38		1	4.0		103.7	48
LIB. & INFO. SCI.	1.0		1.0		1.0								3.0	
NURSING			3.0		19.0		6.8	3					28.8	3
PLANNING					1.0	1							1.0	1
SOCIAL WORK	2.0		8.0	1	8.0	5		15					18.0	21
													TOTAL	254.8 94
LIBRARY	1.0		8.0		7.0		6.0			1			22.0	1

ADMINISTRATIVE

14.2 FT

Total FT Teaching Faculty 1244.4 FT Teaching Faculty Women 254.8 - 20%

Total PT Teaching Faculty 354 PT Teaching Faculty Women 94 - 27%

FEMALE FACULTY UTK 76-77

	PROFESSORS		ASSOC. PROF.		ASST. PROF.		INSTRUCTORS		LECTURERS		POSTDOC.		TOTAL	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
AGRICULTURE					1.0								1.0	
ARCHITECTURE					3.0		1.0		1.0				5.0	
BIOMED. SCI.		3								6				9
BUS. ADMIN.			3.0		6.5	1	1.0	2		1			10.5	4
COMMUNICATIONS			1.0		1.0			1		1			2.0	2
EDUCATION	2.5		10.0	1	16.8		13.0	4		3			42.3	8
ENGINEERING											1			1
HOME ECON.	8.0	1	6.0	1	6.3	2	1.0	3	4.0	4			25.3	11
LAW			1.0				4.0						5.0	
LIBERAL ARTS	5.0	1	16.0		29.3	5	36.0	28					86.3	34
LIB. & INFO. SCI.	0.5				1.0					2			1.5	2
NURSING			1.0		17.0	1	9.0	1					27.0	2
PLANNING					1.0	1							1.0	1
SOCIAL WORK	1.0		5.0		10.0	2	2.0	38					18.0	40
													TOTAL	224.9 114
LIBRARY	2.0		4.0		10.0		8.0						24.0	

ADMINISTRATIVE

12.6 FT

Total FT Teaching Faculty 1312.7 FT Teaching Faculty Women 224.9 - 17%

Total PT Teaching Faculty 373 PT Teaching Faculty Women 114 - 31%

FEMALE FACULTY UTK 1972-73

	PROFESSORS		ASSOC. PROF.		ASST. PROF.		INSTRUCTORS		LECTURERS		POSTDOC.		TOTAL	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
AGRICULTURE														
ARCHITECTURE					1.0								1.0	
BIOMED. SC.		1							6					7
BUS. ADM.			1.3		4.5		2.0	3					7.8	3
COMMUNICATIONS					0.5		1.0						1.5	
EDUCATION	4.0		7.0		14.3	3	11.0	1					36.3	4
ENGINEERING														
HOME ECON.	10.0	1	4.7	1	5.0	3	9.3	6	1				29.0	12
LAW					1.0		1.0						2.0	
LIB. ARTS	3.0		7.5	2	14.8	5	58.0	27			3.0	2	86.3	36
LIB. & INFO. SC.			0.5		1.0			1					1.5	1
NURSING			1.0		4.0								5.0	
PLANNING														
SOCIAL WORK	1.0	1	10.0		8.0	2	1.0	19					20.0	22
													TOTAL	190.4 85
LIBRARY	2.0		1.0		10.0		9.0	2					22.0	2

ADMINISTRATIVE

10.25 FT

Total FT Teaching Faculty 1132.2 FT Teaching Faculty Women 190.4 - 17%

Total PT Teaching Faculty	332	PT Teaching Faculty Women	85	-	26%
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FEMALE FACULTY UTK 1971-72

	PROFESSORS		ASSOC. PROF.		ASST. PROF.		INSTRUCTORS		LECTURERS		POSTDOC.		TOTAL	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
AGRICULTURE														
ARCHITECTURE					1								1	
BIOMED. SCI.									6					6
BUS. ADMIN			1		5		3	3					9	3
COMMUNICATIONS					1		1						2	
EDUCATION	4		7		18	2	9	3		1			38	6
ENGINEERING														
HOME ECON.	10	1	5		3	4	9	6		1			27	12
LAW														
LIBERAL ARTS	4		6	2	15	5	51	31	1				77	38
LIB. & INFO. SCI.	1		1		2								4	
NURSING	1						1						2	
PLANNING														
SOCIAL WORK	3		8		8		1						20	
													TOTAL	180
														65
LIBRARY	3				10		10	1					23	1

ADMINISTRATIVE

7 FT

Total FT Teaching Faculty 1123 FT Teaching Faculty Women 180 - 16%

Total PT Teaching Faculty 283 PT Teaching Faculty Women 65 - 23%

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on January 21, 1982 at 12:00 noon in the University Center in room 202. Members present were: Chairperson, Gail Clay, Susan Becker, Gail Disney, Jane Dunlap, Susan Hadley, William Hammitt, Mary Jo Hoover, Nicole McCully, Naomi Meara, Martha Osborne, Madge Phillips, Kathy Thelen, and Cornelia Strickland. Members absent were: Monique Anderson, Lee Humphreys, Jackie McInnis, Jamesena Miller, Jane Redmond, Rosann Spiro, Priscilla White, Kay Williams, Marianne Mauer, and Helen Harb.

The minutes of the December 3rd meeting were approved.

Copies of the letter from Susan Becker's Women Studies class were distributed. The class has targeted two areas of special concern both of which are related to the safety of women on campus. The Women's Studies class has requested the Commission's help in making the campus a safer place for women.

The Chair reported that the Lighting Committee will meet on Monday, January 25th; Chief Griffin will be present. The student police were in attendance at the last meeting when the conclusion was reached that the student escort system is not working. At the meeting, the suggestion was made that perhaps the name of the service should be changed because of possible implications.

The Chair and Susan Hadley will continue to work with the Lighting Committee with the addition of Susan Becker.

Copies of the letter from Gail Disney to Dean Neel of the College of Business Administration were distributed. The letter was in regards to the recently published College's 1981 Annual Report and the lack of representation of women in the roles of either teachers or leaders.

The Chair said that she will respond on behalf of the Commission in support of Gail's letter.

The Commission members were in agreement to continue the meetings with the Vice Chancellors. The decision was made to invite Vice Chancellor Aldmon to the February Commission meeting and Vice Chancellor Fisher to the March meeting.

The Commission members decided to change their regular meeting time to the first Friday of each month at 12:00 noon starting in February.

The Chair asked the Commission for issues of interest or concern which should be expressed to the Tennessee Legislature. The members responded with the following concerns: 1) equal funding at all state-supported schools for women's athletics, 2) equal benefits for equal service for part-time faculty, 3) salaries for secretarial and support staff, 4) additional funding for the Women's Studies program, and 5) salaries of faculty and exempt staff.

A discussion ensued regarding the University's policy on pay raises for faculty, staff exempt, and support staff.

Cornelia gave an update of the Women's Center and the Women's Coordinating Council. She distributed a handout listing the WCC's programs for winter and spring quarter, as well as future plans for the Center.

Submitted by:

Michelle Long
Michelle Long

The University of Tennessee, Knoxville
Commission for Women

M I N U T E S

The regular monthly meeting of the Commission for Women was held on February 5, 1982, at 12:00 noon in the University Center in Room 218. Members present were: Chairperson, Gail Clay, Cornelia Strickland, Jackie McInnis, Rosann Spiro, Nicole McCully, Martha Lee Osborne, Mary Jo Hoover, Susan Becker, Pricilla White, Monique Anderson, Madge Phillips, Betsey Creekmore, Luke Ebersole, Helen Harb, Marianne Mauer, Gail Disney, Jane Dunlap, Jane Redmond, and Kay Williams. Members absent were: Susan Hadley, William Hammitt, Lee Humphreys, Naomi Meara, Jamesena Miller, and Kathy Thelen. Guests were: Howard Aldmon, Vice Chancellor of Student Affairs, Philip A. Scheurer, Dean of Student Activities, and Gloria Ray, Women's Athletic Director.

The minutes of the January 21st meeting were approved.

Copies of Dean Neel's response to Gail Disney's letter regarding the Business College's Annual Report were distributed. The Commission members were in agreement that Dean Neel did not answer the concerns which were addressed; however, it was agreed that additional written exchanges would not serve a positive purpose.

The Chair reported that the Lighting Committee met on January 25th. The Lighting Committee will meet again on February 22nd. Chief Griffin, Ed Bennett, and committee members will tour the campus to identify problem areas. The area around the Home Economics building is of special concern.

February 18th was voted the date of the Winter Quarter Open Forum.

Cornelia Strickland reported on the activities of the Women's Center.

Vice Chancellor Howard Aldmon and Dean Philip Scheurer discussed the areas of Student Affairs and the allocation of the Student Activities fee. Particular attention was given to the projected increase in the activities fee to support Women's Athletics. If the proposed increase is approved fulltime students will be paying \$15.00 per quarter to finance Women's Athletics. Dr. Phillips voiced strong support for the intramural and recreation programs.

Gloria Ray discussed the advantages and disadvantages of NCAA and AIAW and why NCAA membership will increase the cost of recruiting and participation of the University.

Time did not permit Dr. Aldmon and Dean Scheurer to address all questions posed, and a date will be set in the future for them to return to a Commission meeting.

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on March 5, 1982, at 12:00 noon in the University Center in room 221. Members present were: Gail Clay, presiding, Susan Becker, Gail Disney, Jane Dunlap, William Hammitt, Mary Jo Hoover, Jackie McInnis, Madge Phillips, Martha Osborne, Jane Redmond, Kathy Thelen, Priscilla White, Kay Williams, Nicole Lapoutre, and Cornelia Strickland. Members absent were: Monique Anderson, Susan Hadley, Lee Humphreys, Naomi Meara, Jamesena Miller, Rosann Spiro, Marianne Mauer, and Helen Harb.

The minutes of the February 5th meeting were approved.

Susan Becker reported on the campus tour taken by the Lighting Committee. Becker said that Chief Griffin has been responsive to the concerns of the committee. The lighting around the parking garages is much better; however, the commuter lots near Presidential Court are totally unlighted. In addition, there are numerous areas in which lights exist, but there are no bulbs. Additional blue light phones will be added on campus after Expo. The area behind the stadium has been targeted as an additional problem area for lighting.

The Chair informed the Commission that a plan has been made to increase the lighting around the Home Economics building. The job has already been bid and should be complete by the opening of the World's Fair.

The Chair reported on the February 18th Open Forum. One interest voiced during the Open Forum was for a different type of programming in the Women's Center. A need was expressed for programs dealing with practical issues. Concern was also expressed for the University's budget, lack of funds and the resulting forced reduction in staff.

The Chair said that a decision will be made at the next Commission meeting on the date and format for the Spring quarter Open Forum. A suggested date is May 17 and the forum could possibly be a combination social and open forum with the focus being on exchange and communication.

Priscilla White gave the Commission an update on the child day care program. She said that by September 1982 the conversion to day care will be complete. A preference will be given to children whose parents are affiliated with the university. Seventy-five children will be admitted into the program from infancy to age five - 10 children will be admitted in the infancy category (6 weeks - 15 months); 30 children will be admitted in the large toddler program (12 - 15 months to 2½ years) which is located at Golf Range Married Student Apartments; 36 children will be admitted to the White Avenue program for 3 - 5 year olds.

White said that the application forms are available and there is a waiting list. Tuition is \$45 per week which includes a meal and two snacks. The hours are 7:30 - 5:30.

White also informed the Commission about support groups which are being offered for the university community. The program next quarter will be on how to evaluate day care programs. Fall quarter's program will be on the problems of single parents.

Cornelia Strickland gave the Commission an update on the activities of the Women's Center. Caroline Bird will be on campus March 10. In the spring a short-story and poetry writing contest will be held and will be open to both men and women. An award banquet will follow the contest in early May.

Brown bag lunches will also be continued in the spring.

Homer Fisher, Vice Chancellor for Business & Finance and Edward K. Bennett Associate Vice Chancellor for Business & Finance and Director of Personnel will be invited to the April Commission meeting. The Chancellor will be invited to the June meeting.

The film, "Workplace Hustle", which deals with the problem of sexual harassment was shown.

The Chair reported that she and Strickland met with Mary Frances Crawford of AAUW. Crawford had expressed a willingness to work with the Commission on projects of mutual interest.

The Women in the Arts program will be held on March 20th with the social hour beginning at 6:30 p.m. and the program at 8:00 p.m. The cost is \$10.00.

The meeting adjourned at 1:15 p.m.

Submitted by:

Michelle Long

Michelle Long

The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on April 2, 1982, at 12:00 noon in the University Center in room 218. Members present were: Gail Clay, presiding, Susan Hadley, Cornelia Strickland, Jane Dunlap, Madge Phillips, Mary Jo Hoover, Jackie McInnis, Nicole Lapoutre, Jane Redmond, Noami Meara, Kathy Thelen, Gail Disney, Luke Ebersole, and Betsey Creekmore. Members absent were: Monique Anderson, Susan Becker, William Hammitt, Lee Humphreys, Jamesena Miller, Martha Osborne, Rosann Spiro, Priscilla White, Kay Williams, Marianne Mauer, and Helen Harb. Guests: Vice Chancellor Homer Fisher, Assistant Vice Chancellor Ed Bennett, and Charlene Rice.

The Chair welcomed Mr. Fisher and Mr. Bennett.

Mr. Fisher and Mr. Bennett responded to a list of questions/concerns presented to them from the Commission.

Mr. Bennett said that the Hayes study was not complete, but that in the next two to three months his office would be where it wanted to be. The Personnel Office is now working with the Hayes study. Mr. Fisher said that one position, in particular, within his area needs revision and something will be done. He also said that Vice Chancellor Howard Aldmon has several positions that need revision. Mr. Fisher said that the administration does what it can to eliminate discrepancies. Length of service and performance are examined in equity reviews. In addition, Chancellor Reese tries to maintain a campus-wide perspective on inequities.

Mr. Fisher informed the Commission that the Faculty Senate and Deans are working on a new policy regarding employment of part-time faculty. The benefits of the part-time faculty are also under discussion. (Copy of related news release, April 7, 1982, will be included in file.)

Parking for faculty, staff, and students during the World's Fair is of concern to the Commission. Mr. Fisher said that Chancellor Reese will send out a letter to all faculty and staff stating the policy for parking. Protecting the parking of faculty, staff, and students is of prime concern to the university administration. There will be no change in the parking lots on campus during the day; however, during the evenings and week-ends some parking space will be rented to World's Fair visitors. Space will be reserved during these times for faculty and staff at no extra charge.

Mr. Bennett said that the main entrances of campus parking lots will be blocked so that only people with parking stickers for that lot will be permitted to enter. This service will be provided through revenue generated by the rental of the lots on nights and week-ends. Fraternity parking will also be rented for World's Fair parking.

Special problems will be associated with the Law College, Main Library, Panhellenic, and Home Economics building because of their proximity to the World's Fair. The administration will be working closely with these areas on their respective problems.

Mr. Fisher also pointed out that another potential problem may be with noise occurring during the World's Fair. He stated that this type of problem will be dealt with when it arises.

Naomi Meara asked if any type of visitor information for the university will be available during the World's Fair. Mr. Fisher indicated that David Lauver and Trudy Banta are working on a project through the Chancellor's office. Mr. Fisher also said that he doesn't think that there will be a booth at the Fair site providing information about the campus.

The Chair said that there will be a videotape in the Graduate Lounge of the University Center providing information about the campus. There will also be visual panels providing additional information. It has been proposed that retired faculty of the university serve as hosts/hostesses and to answer questions.

Mr. Bennett noted that all parking lots will have new indicator signs. Violators will be towed from parking lots from 7:00 a.m. to 11:00 p.m. There will be no one on duty to guard the parking lots from 11:00 p.m. to 7:00 a.m.

Another concern of the Commission is rewarding superior performance of non-exempt staff without reclassifying a job. Mr. Fisher said that it is acceptable to dissolve a position and to use those funds to supplement other employee's salaries. He also said that in recent years there has been no merit money available. The possibility exists that extra funds for merit increases will be available above the 7% increase in the 1982-83 budget.

Mr. Fisher didn't know why the plan to include faculty vacancies with the general listing of jobs available at UTK had not been implemented. He gave his approval for the plan to be implemented.

Mr. Fisher said that the university is doing well with the recruitment of blacks and women from within the community. He noted that Tydus Williams and Dennie Littlejohn have done a particularly good job. Mr. Fisher also reported that 18 of 42 available exempt positions in Business and Finance were filled by women in the past four years.

In response to a question regarding the number of exempt women on staff at the Physical Plant, Mr. Fisher responded that there were none. The university has not been successful in hiring women in the exempt area. One problem has been the job freeze.

Mr. Fisher said that Physical Plant employees have been receiving overtime; however, women who are in non-exempt positions have not been receiving overtime because it is not essential that the offices remain open when the men are working.

The meeting adjourned at 1:15 p.m.

Submitted by:

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The University of Tennessee, Knoxville
Commission for Women

COMMISSION FOR WOMEN
Minutes

The regular monthly meeting of the Commission for Women was held on May 7, 1982, at 12:00 noon in the University Center in room 218. Members present were: Gail Clay, presiding, Cornelia Strickland, Susan Hadley, Jackie McInnis, Kay Williams, Susan Becker, Gail Disney, Priscilla White, Martha Osborne, Monique Anderson, Mary Jo Hoover, Jane Dunlap, Naomi Meara, and Jane Redmond. Members absent were: William Hammitt, Lee Humphreys, Jamesena Miller, Madge Phillips, Rosann Spiro, Marianne Mauer, and Helen Harb. Guests were: Vice Chancellor Luke Ebersole, Associate Vice Chancellor Betsey Creekmore, and Gaye Evans for Nicole Lepoutre.

The minutes of the April 2 meeting were approved.

The Chair asked the Commission members to submit to her objectives for the Commission for next year.

The decision was made by the Commission to not have a spring quarter Open Forum. Instead, the members decided to use spring quarter as a planning time for a fall quarter social and open forum. A suggestion was made that specific groups be targeted for next year's open forums (i.e., faculty, staff, and students) with issues pertinent to each group.

An informal gathering was planned for Commission members, tentatively set for May 26.

The Chair thanked Dr. Ebersole and Ms. Creekmore for coming to the meeting and expressed appreciation for their support and willingness to help the Commission.

Dr. Ebersole gave an update to the Commission on the status of the search for an Affirmative Action Coordinator. Eighty applications were received by the Search and Screening Committee and three candidates were then identified for interviews. After the interview process was completed, the Search and Screening Committee recommended that no offer be extended and the search be reopened for the position. Currently an attempt is being made to develop a new pool of applicants. Nominations can be sent to Dr. Ebersole and Ms. Creekmore.

A discussion ensued on the Affirmative Action Annual Review.

The meeting adjourned at 1:00 p.m.

Submitted by:

Michelle Long
Michelle Long

NOTICE OF JUNE COMMISSION MEETING

The Commission will greet June a few days early with a combination business and social meeting on May 26, 1982. The meeting will be at 6817 Haverhill Drive (West Hills) at the home of Gail Clay. The time is 6:30 p.m. Dinner will be compliments of Vice Chancellor Ebersole's office. Beverages will be provided by the household.

A special request - please call Michelle or Brenda at 974-3455 to confirm your attendance by Monday, May 24.

A map to the Clay residence is enclosed.

MINUTES - COMMISSION FOR WOMEN

Place: 218 University Center

Date: October 1 & 7, 1982

Present: Gail Clay-Chairperson, Jane Dunlap, Dorothy Hendricks, Mary Jo Hoover, Nicole Lepoutra-representative, Jacqueline McInnis, Naomi Meara, Martha Osborne, Madge Phillips, Cheryl Ponder, Beverly Sweeny, Ann Wachter, and Kay Williams

The Chair introduced Nandy Hild, Graduate Assistant for the Commission and Bettie Hall, fall quarter practicum student. Commission members were introduced.

Goals for the Commission for 1982-83 are:

1. To communicate to the university the role of women in, and their contributions to, the educational processes of the institution,
2. To seek positive means of involving women in administrative decisions, and create an awareness within the administration of the many contributions made by women to the mission of the institution,
3. To provide opportunities for social and educational interaction,
4. To reach out to all students to better inform them of their rights and responsibilities with emphasis directed to women students,
5. To develop a mechanism for communications,
6. To review in writing the accomplishments of women on a continuing basis, and
7. To address the issues and the concerns of all women within the university in appropriate ways.
8. Continue to work with Campus Security to improve lighting throughout the campus.

The members discussed the proposed CFW Newsletter. Suggestions for items to be included are:

Purpose of the Commission

Thumbnail sketch on CFW members

Publication of interest to women

Recognition of professional accomplishments of university women

Interest was expressed in the planning of social activities for the fall. It was determined that special emphasis would be placed on monthly Dutch luncheons with featured speakers from faculty and administration.

COMMISSION FOR WOMEN
November 4, 1982
218 University Center

The Commission for Women met on Thursday, November 4, 1982, at noon. Members present were: Madge Phillips, Jackie McInnis, Beverly Sweeney, Cornelia Strickland, Jane Redmond, Cheryl Ponder, Martha Lee Osborne, Linda Mays, Dorothy Hendricks, Elizabeth Schaaf, Mary Jo Hoover, Ann Wachter, and Gail Clay.

Copies were distributed of the first edition of the CFW Newsletter. It was announced that campus-wide distribution would be completed during the week. Women faculty and staff will receive copies through campus mail, and several copies will be left in academic buildings, residence halls, and other campus facilities.

The Chair announced a Dutch luncheon for November 11th to highlight women's athletics. Gloria Ray, Women's Athletic Director; Pat Head Summitt, Basketball and Olympic Coach; and Terry Crawford, Track Coach will be the speakers. The topic "Motivating Women Athletes" is the first of a series of CFW luncheons titled Focus on Women.

Dean Nancy Belck, Home Economics, is the next speaker. The topic "Career Charting" will be addressed January 20, 1983.

Nancy Hild, editor of the Newsletter, talked briefly of future editions. The deadline for the next edition is January 10, 1983. Cornelia Strickland, Dorothy Hendricks, and Cheryl Ponder will serve as an Advisory Committee from CFW.

The contest to name the publication ends November 30th. Jackie McInnis, Jane Redmond, and Johnnie Williams will work with Nancy to make the name selection.

The proposed survey on campus safety and issues related to women was discussed. The computer printout of selected participants has not been received. A follow-up will be necessary.

The Lighting Committee will be re-activated at the beginning of the Winter Quarter. Susan Becker, Cheryl Ponder, and Beverly Sweeney will represent the Commission. Susan will be asked to Chair the group.

Mention was made of the need to follow-up on the status of the 1981 report on parttime faculty and members of the Commission expressed renewed interest in child care.

Madge Phillips extended an invitation to the Commission for a social evening in her home on Wednesday, December 8, 1982, at 6:30 p.m. Light food and beverages will be served.

The next meeting is scheduled for Wednesday, December 1, 1982, at noon in Room 218 of the University Center.

M I N U T E S

Commission for Women
December 1, 1982
218 University Center

Members present: Madge Phillips, Beverly Sweeney, Martha Lee Osborne, Mary Jo Hoover, Priscilla White, Mary Hovis (representative), Denise Harvey, Nicole LePoutre, Gail Disney, Naomi Meara, Jane Dunlap, Gail Clay

Others: Nancy Hild and Betty Hall

The Commission reviewed the first issue of the Newsletter. Nancy Hild was commended for developing an outstanding issue. Particular attention was given to the scholarship list and the many uses for such a detailed list.

Future editions will include articles by Commission members. Jane Dunlap and Martha Lee Osborne volunteered to provide articles for Spring issue.

The deadline for the Winter issue is January 10, 1983, and the proposed publication date is February 7th.

The suggestions for the name will be evaluated by the Committee and the recommendations will be made at the January meeting of the Commission.

The Focus on Women Luncheon with Gloria Ray, Pat Head Summitt, and Terry Crawford was viewed as successful. Jackie McInnis announced the January 20th luncheon will feature Dean Nancy Belck speaking on "Career Mapping -- Building Your Credentials".

The Commission discussed how to best respond to questions or concerns raised between meetings. It was suggested that a telephone committee would be effective. Mary Jo Hoover, Martha Lee Osborne, and Beverly Sweeney volunteered to be the committee.

The Lighting and Campus Safety Committee chaired by Susan Becker will meet in January.

Gail Disney will submit a revised copy of the proposal on parttime employees (copy attached to the minutes).

A brief discussion of the Pearlstein Exhibit ensued. The Commission applauds the Chancellor's decision to relocate the exhibit in the Gallery Concourse.

Other points discussed: the need for a representative from the Commission to attend Employee Relations Committee meetings; a pre-determined plan for the gradual retirement of faculty and administrative staff.

The Commission will have a social at Madge Phillips home on December 8, 1982, at 6:30 p.m.

The meeting adjourned at 1:10 p.m. The next meeting is scheduled for Friday, January 7, 1983.

COMMISSION FOR WOMEN
January 7, 1983
218 University Center

The Commission for Women met on Friday, January 7, 1983 in 218 University Center. Members present: Susan Becker; Beverly Sweeney; Cornelia Strickland; Jane Dunlap; Beth Schaaf; Gail Disney; Naomi Meara; Gail Clay, presiding; and Nancy Hild, CFW Graduate Assistant.

The next Focus on Women Luncheon was discussed. Dean Nancy Belck will address the topic "Career Mapping--Building Your Credentials", on Thursday, January 20, 1983. The menu is soup and sandwich at \$3.75 per person.

Priscilla White, Child and Family Development, is scheduled to speak February 24, 1983.

Nancy Hild stated the printing date for the next issue of the CFW Newsletter is February 7th. The sub-committee to select the name will meet January 12th. (The committee selected the name Networker, submitted [in part] by Rob Schriver.)

The Commission received a letter from Elizabeth Curry related to the information required on certain university forms. Nancy Hild has ask Dean McDow to respond in writing.

The sub-committee for campus lighting and safety will tour the campus on Tuesday, January 18th. A written report will be prepared and presented to Chief Griffen and Edward K. Bennett.

Membership of all sub-committees was discussed. A list of the committees was included in the printed agenda sent to all members following the meeting. The Chair expressed concern of the low attendance at the meeting and will telephone all members to establish the most appropriate time for future meetings.

Plans are being completed to conduct the CFW Attitude Survey in early February.

Gail Disney updated the report on the Parttime Faculty.

The meeting adjourned at 1:00 p.m.

NOTE: The consensus of CFW is to continue meeting at noon on the 1st Thursday of each month. The next meeting will be February 3, 1983 in Room 218, University Center.

COMMISSION FOR WOMEN
February 3, 1983
218 University Center

The Commission for Women met on Thursday, February 3, 1983, in 218 University Center. Members present: Mary Jo Hoover, Jane Dunlap, Beverly Sweeney, Cornelia Strickland and Gail Clay, presiding. Denise Harvey and Nancy Hild attended as ex officio members.

A brief report was made on the tour of the campus by the sub committee on lighting. Members participating were: Susan Becker, Chair; Beverly Sweeney, Jane Dunlap, Beth Schaaf, and Gail Clay. Becker will prepare a report for presentation to Chief Griffen and Mr. Bennett.

A sub committee was appointed to meet and discuss the feasibility of re-chartering Alpha Lambda Delta on this campus. Naomi Meara, Susan Becker, Betsey Creekmore, and any other former member of the honorary will meet with officials and prepare a recommendation for the University.

It was announced that Dr. Priscilla White will be the Focus on Women speaker, March 3. Suggestions were made for possible spring quarter speakers.

Old business discussion centered on the proposed survey on attitudes.

New business focused on the possible involvement of the Commission in the search for the Women's Athletic Director, and the concerns of administrative offices for re-entry students.

The meeting adjourned at 1:00 p.m.

M I N U T E S

COMMISSION FOR WOMEN March 3, 1983

The Commission for Women met at 12:15 p.m. on March 3, 1983 in the Crest Room of the University Center.

Members present: Gail Clay-presiding, Jane Dunlap, Jacqueline McInnis, Priscilla White, Jane Redmond, Martha Lee Osborne, Monique Anderson, Nicole LePoutre, Mary Jo Hoover, Kay Williams, Cheryl Ponder, and Denise Harvey-ex officio.

The Chair distributed the agenda for the meeting and commented on these topics:

1. Committee chair(s) for Women of Achievement
2. Response to Chancellor related to re-entry women
3. Meeting with national officers on re-chartering of Alpha Lambda Delta on this campus
4. Beacon column on employee-child in work assignment
5. Deadline of March 15 for next Networker
6. Commission participation in the screening process for Women's Athletic Director

Osborne presented a request for CFW assistance in the resolution of a problem related to the Student Health Clinic.

The Chair agreed to follow-up with Fred Young, Administrator of Student Health Services and report at the April meeting.

Dr. Priscilla White, Head of Child and Family Studies Department spoke on "Managing A Career and A Family." Dr. White was the third speaker in the CFW series Focus on Women. Seventy people attended the light lunch.

The meeting adjourned at 1:15 p.m. The next Commission meeting will be April 7, 1983, at noon.

NOV 1 1983

M I N U T E S

The Commission for Women held an opening reception and short business meeting on October 6, 1983, 203-University Center at 4:30 p.m. Campus administrators were invited and several were able to attend and meet with the Commission members.

The Commission suggested a second meeting time of October 13, 1983, at noon in 218 University Center.

The minutes to follow reflect the discussions conducted at the two meetings and are not presented as separate meetings.

Members present: (one or both meetings) Gail Clay, Chair; Linda Burton, June Cassell, Gail Disney, Jane Dunlap, Mary Jo Hoover, Marcia Katz, Nicole LePoutre, Patricia McClam, Jackie McInnis, Naomi Meara, Madge Phillips, Deborah Schriver, Beverly Sweeney, and Ann Wachter. Students: Carla Damewood, JoVon Ricks, and Karen Rose. Nancy Hild, Networker editor, also attended.

A review of the "Women of Achievement" was made by Mary Jo Hoover, the Chairperson for this event. All committees are functioning effectively, and the plans are progressing as necessary. The Coordinating Committee Chairs/Co-Chairs are:

Awards Presentation	Susan Becker
Publicity	Jane Dunlap/Jane Pope
Awards Selection	Madge Phillips/Betsey Creekmore
Evaluation	Naomi Meara
Invitations	Jackie McInnis
Printed Materials	Beverly Sweeney
Arrangements (Program/Reception)	Louise Josephson

The Chair gave an update on the Student Health Clinic including the involvement of CFW in the proposed search for a replacement physician.

It was announced that Nancy Hild will continue as the editor of Networker. The first edition will be completed by November 4 with a submission deadline of October 21. Commission members were encouraged to present information for the newsletter as well as solicit materials for associates.

The Commission agreed the Focus on Women Luncheons are valuable, and Jackie McInnis will Chair a committee to identify the fall quarter speaker.

Commission members were asked to submit recommendations for goals and objectives for the 1983-84 CFW. The goals and objectives selected for the year are:

1. Continuation of the Networker and the Focus on Women luncheons.
2. Continuation of efforts to establish an effective network among the women of the University.
3. Plan and present social opportunities for CFW to meet with University administration, college deans, and department heads for informal discussions. The meetings would be for two-way information exchange.
4. Reinstitute the open forums for all women with emphasis on the participation of clerical and support staff and students.
5. Support the efforts of the Faculty Senate and other campus organizations in communicating to the State Legislative the critical need for increased funding for higher education.
6. To seek positive means of involving women in the administration and the administrative decisions, and create an awareness within the administration of the many contributions made by women to the mission of the institution, including the identification of women for entry level administrative positions.
7. To continue efforts to improve the benefits for parttime faculty and staff.
8. To continue to provide encouragement and support for University programs and services to assist women students, faculty, and staff.
9. To be an advocate for programs and services that foster the professional growth and development of women within the University community. Such an advocacy role may include monitoring problem areas and publicly addressing the concern of women.
10. To establish a network for identifying qualified candidates for administrative and faculty positions within higher education. File the information as a talent bank, in an orderly manner, for efficient use when such positions become available at UTK and other institutions.

The CFW set the monthly meeting time for the 1st Thursday of each month at noon in the University Center.

The next meeting of the Commission is November 3, 1983, 218 University Center.

COMMISSION FOR WOMEN
November 3, 1983

Minutes

Members Present: Jackie McInnis, Acting Chair; Monique Anderson, Susan Becker, Linda Burton, June Cassell, Carla Damewood, Gail Disney, Nancy Hild, Mary Jo Hoover, Tricia McClam, Naomi Meara, Martha Lee Osborne, Debby Schriver and Beverly Sweeney

Mary Jo Hoover, Chair of the "Women of Achievement Night" presented an updating of the plans for the event with discussion regarding certain portions.

Jackie McInnis reported the results of a meeting with Ann Wachter and Nichole LePoutre to begin plans for the series of "Focus on Women" luncheons. One will be planned per quarter. The first is to be held November 29, 1983 at noon in the Crest Room (\$3.00). Joan Cronan, UT Women's Athletic Director will speak on "We've Come a Long Way, Baby, But Where Do We Go Now?" It was suggested that the winner of the research award at this year's achievement night be invited to speak at one of the luncheons. Others suggested in research were Marla Peterson, Dean of Research and Pat Walne in Botany. Marjorie Price, in English, was also suggested for the topic of "Women as Depicted in Popular Literature". Nichole and Ann will co-chair the luncheon series for this school year.

Nancy Hild distributed copies of the new Networker. It was noted that distribution to female graduate students is a problem with the suggestion that perhaps a mailing list of female GA's, RA's and GTA's could be requested.

The list of goals and objectives submitted by commission members was discussed. Basically, the goals appeared to be reasonable and acceptable to the commission with the following comments:

1. The open forums are good and should be continued. Some degree of structure around a topic worked best in the past. Non-academic units need encouragement to allow staff members to attend.
2. What kind of a system could be established to identify qualified female candidates for administrative positions. What do we now have? What have other institutions done?
3. The commission has not received a recent breakdown of UT salary figures by rank and sex.
4. The commission did not receive at the end of the year affirmative action summary.
5. The commission has never met with the academic deans and perhaps an informal reception at a location such as the Faculty Club would be effective.

6. The commission needs to meet with new administrators such as Career and Placement Director and Dean of Admissions and Records.
7. An added goal sought to seek a budget for the commission. It was suggested that a committee be appointed to seek and find hidden as well as obvious costs and subsequently present a tentative budget request.

Under old business, discussion centered around "continuing part-time faculty". Susan Becker brought out that this concept is apparently still a problem in some departments who are treating it as a tenure process. The new faculty handbook is not yet out to clarify the matter. It was suggested that Ralph Norman's attention be called to the matter and that the commission ought to write a letter of protest to reinforce the one written by AAUP.

The recommendation was made and approved that the commission develop and plan a "leadership development seminar" toward the goal of providing training to potential female leaders on campus. This could possibly become an annual event and would help toward establishment of a campus-wide pool of qualified applicants as positions are available.

MINUTES FOR COMMISSION FOR WOMEN

The Commission for Women held its fourth meeting of the 1983-84 academic year Thursday, December 1, 1983, noon, in the University Center. The following people were present: Mary Jo Hoover, Judy Webster, June Casell, Tricia McClam, Martha Lee Osborne, Naomi Meara, Lucy Hamilton, Nancy Hild, Debby Schriver, Linda Burton, Jackie McInnis, Madge Phillips, Gail Disney, and Gail Clay.

Chairperson Clay recommended that members rotate secretarial duties at meetings. She asked Nancy Hild to record minutes for the current meeting and said names would be put into a box and drawn each month to assign future secretarial responsibilities.

Clay opened the meeting with a discussion of the Women of Achievement ceremony, saying it was the most successful event for women on campus and had received tremendous enthusiasm from administrators. She said criticisms included comments that the ceremony was too long and that students wanted more recognition. She said the Commission should take a hard look at the format of the ceremony and possibly develop a new format. One alternative, she said, would be to plan several shorter events during the year concentrating on recognition of women in specific categories. Naomi Meara said 200 evaluations were submitted following the ceremony and she was working on a tally of the results. She said Louise McBee's speech was received positively. She reiterated that criticisms centered on the length of the ceremony and lack of individual recognition for students receiving academic awards. She added that some people suggested too many awards were given in each category.

Clay reviewed the Focus on Women Luncheon held Tuesday, November 28, in the University Center Crest Room. She said Athletic Director Joan Cronin's speech was impressive and hoped that it forecast a good year for the remaining luncheons. She said another luncheon would be held in February and a third in late April or early May. Nicole Lepoultre is in charge of planning the speakers.

A discussion followed on the proposed seminar/workshop for women interested in entering or rising in administration. Clay stressed that such a project would be time-consuming and require much coordination and if the Commission wanted to do something it must get started immediately. She said such a seminar might be offered on two levels, one for beginners and one for experienced managers. Madge Phillips pointed out that terminology is important in conceiving the seminar. She said "management" might be a turn-off to some faculty members. Better ways to refer to the project might be to call it "career advancement" or "leadership development." Naomi Meara suggested "academic administration." It was recommended and generally agreed upon that, since the personnel office training center already conducts management workshops, it would be more realistic for the Commission to set forth goals and objectives, and ask the training center to adapt one of its management seminars to fit the Commission's needs. This project may be coordinated with the Women's Coordinating Council in an effort to bring in students who may aspire to careers in university administration. Linda Burton asked what specific needs a woman has for training that differ from male managers. Gail Clay said the seminars would explore skills essential for good management and would not emphasize gender. The seminars could be open to both men and women, she said.

Lucy Hamilton was introduced to the Commission as a new ex officio member representing the Women's Coordinating Council. It is anticipated she will be promoted to Assistant Program Director with responsibilities for the Women's Center. Discussion followed on whether such a promotion should or should not have been proceeded by a routine search.

Judy Webster was introduced to the Commission as the Faculty Senate representative.

Debbie Schriver and Lucy Hamilton were appointed to facilitate the rechartering ceremony of Alpha Lambda Delta, freshman honorary society. April 16 was set as the tentative date for the ceremony, pending coordination with the national president of ALD, Louise McBee. Naomi Meara said the Commission for Women is actively supporting the rechartering of ALD because it is eager to recognize women's academic accomplishments as early as possible. Freshmen with a grade-point average of 3.5 in their first semester will be invited to join. Meara said a faculty advisor is needed and someone is needed to head up the April 16 ceremony.

Martha Lee Osborne, Linda Burton, Naomi Meara, Susan Becker and Gail Disney were asked to serve on an editorial advisory committee for the Networker. Editor Nancy Hild said the committee would probably meet once each quarter about one week following publication to critique the newsletter and to discuss future articles.

Gail Clay said she is proceeding with plans to set up Open Forums for winter and spring quarters. One purpose of these forums is to provide participants with opportunities to meet with new faculty and staff members.

Gail Clay said a female physician has been appointed to the Student Health Clinic. Dr. Pat Eachus, a family physician with the Knox County Health Department, is expected to join the UTK Clinic January 3. Clay said a second female physician will work at the Clinic part time, January through March, until the position can be filled by a full-time doctor. This doctor is one of two female doctors and eight male doctors being considered for the full-time position. The UTK Health Clinic employs a total of seven doctors.

The meeting adjourned at 1:15 p.m.

Respectfully submitted,

Nancy Hild